

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**Case  
13-CA-258894Date Filed  
4/7/20**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

<b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>					
a. Name of Employer Labor Services Solutions, LLC aka Valet Parking Authority		b. Tel. No. (312) 867-4911			
		c. Cell No. (312) 515-7760			
		f. Fax No. (312) 867-4934			
d. Address (Street, city, state, and ZIP code) 2342 N. Damen Ave IL Chicago 60647-____		e. Employer Representative Carlos Vargas CEO			
				g. e-Mail ceo@vpauthority.com	
				h. Number of workers employed 38	
i. Type of Establishment (factory, mine, wholesaler, etc.) Services		j. Identify principal product or service Parking			
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.					
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  --See additional page--					
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Christopher Owoyemi Title: Teamsters Union Local 727					
4a. Address (Street and number, city, state, and ZIP code)  1300 W. Higgins Rd, Suite 111 IL Park Ridge 60068-____		4b. Tel. No. (847) 696-7500			
		4c. Cell No.			
		4d. Fax No.			
		4e. e-Mail chris@teamsterslocal727.org			
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)					
<b>6. DECLARATION</b> I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  By Christopher Owoyemi (signature of representative or person making charge)  1300 W. Higgins Rd, Suite 111 Address Park Ridge IL 60068-____		Tel. No. (847) 696-7500			
		Office, if any, Cell No.			
		Fax No.			
		e-Mail chris@teamsterslocal727.org			
		04/7/2020 14:09:04 (date)			

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

## Basis of the Charge

### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Furlough of employees.	03/31/2020.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 13  
Dirksen Federal Building  
219 South Dearborn Street, Suite 808  
Chicago, IL 60604-2027

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (312)353-7570  
Fax: (312)886-1341

April 23, 2020

**Via Electronic mail, unless otherwise stated**

Akram Zanayed, Esq., Attorney  
Akram Zanayed & Associates  
8550 South Harlem Avenue, Suite G  
Bridgeview, IL 60455  
[zanayedlaw@gmail.com](mailto:zanayedlaw@gmail.com)

Christopher Owoyemi, Staff Attorney  
Teamsters Union Local 727  
1300 West Higgins Road, Suite 111  
Park Ridge, IL 60068  
[chris@teamsterslocal727.org](mailto:chris@teamsterslocal727.org)

Re: Labor Services Solutions, LLC aka Valet  
Parking Authority  
Case 13-CA-258894

Dear Mr. Zanayed and Mr. Owoyemi:

The Region has reviewed the Charge filed against Labor Services Solutions, LLC aka Valet Parking Authority, alleging that it violated the National Labor Relations Act. As explained below, I have determined that further proceedings on the Charge should be deferred in accordance with the Board's policy under *Dubo Mfg. Corp.*, 142 NLRB 431 (1963).

***Deferral Policy:*** The Board's *Dubo* deferral policy provides that this Agency withhold making a final determination on certain unfair labor practice charges when a grievance has been filed by the Charging Party under the grievance/arbitration provisions of a relevant collective-bargaining agreement, and there is a reasonable chance that use of the grievance/arbitration machinery will resolve or set at rest the dispute underlying the charge. This policy is based in part on encouraging stability in labor relations by deferring to the parties' chosen means of dispute resolution, as well as avoiding duplicative litigation in multiple forums. Therefore, if the grievance continues to be processed through the grievance/arbitration machinery, the Regional Office will defer the charge.

***Decision to Defer:*** Based on the Region's investigation of this matter, I am deferring further proceedings on the charge or portion of the charge that alleges within the previous six months, the Employer failed and refused to bargain in good faith with the Charging Party Union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment, specifically furloughs. I am making this determination based on my belief that there is sufficient commonality between the facts and issues underlying

the allegations of the charge and the facts and issues underlying the allegations of the grievance that there is a reasonable chance that the parties' resolution of the grievance through the grievance/arbitration machinery will resolve or set at rest the dispute underlying the charge. Since March 31, 2020, the Employer furloughed employees without notice to or bargaining with the Union.

***No Right of Appeal:*** Because the *Dubo* policy is based on the Charging Party's having filed and voluntarily processed a grievance under the parties' contractual dispute resolution process, there is no right to appeal the Region's deferral decision to the Office of the General Counsel.

***Further Processing of the Charge:*** As explained below, while the charge is deferred, the Region will monitor the processing of the grievance and, under certain circumstances, may resume processing the charge.

***Charging Party's Conduct During Dubo Deferral:*** Because *Dubo* deferral is dependent on the Charging Party's processing of a grievance through the grievance/arbitration procedure, the Region will revoke deferral and resume processing of the charge if the grievance is withdrawn by the Charging Party or a third party in control of the grievance/arbitration process, without an intervening settlement or other resolution of the issues on which deferral was based. However, in the event that a Charging Party elects to withdraw a grievance in lieu of *Dubo* deferral, and the Charged Party objects on the ground that deferral would be appropriate under the Board's separate, nonvoluntary deferral policy promulgated pursuant to *Collyer Insulated Wire*, 192 NLRB 837 (1971), and *United Technologies Corp.*, 268 NLRB 557 (1984), the Region will determine whether deferral under *Collyer* is appropriate and, if so, issue a separate notification to the parties addressing their obligations and rights under that deferral policy.

***Charged Party's Conduct During Dubo Deferral:*** If the Charged Party prevents or impedes hearing and resolution of the grievance, raises a timeliness defense, or otherwise refuses to address the merits of the grievance in the grievance/arbitration process, I will revoke deferral and resume processing of the charge.

***Inquiries and Requests for Further Processing:*** Approximately every 90 days, the Regional Office will ask the parties about the status of this dispute to determine if the dispute has been resolved and whether continued deferral is appropriate. However, I will accept and consider at any time requests and supporting evidence submitted by any party to this matter for dismissal of the charge, for continued deferral of the charge or for issuance of a complaint.

***Notice to Arbitrator Form:*** If the grievance is submitted to an arbitrator, please sign and submit to the arbitrator the enclosed "Notice to Arbitrator" form to ensure that the Region receives a copy of an arbitration award when the award is sent to the parties.

***Review of Arbitrator's Award:*** If the grievance is arbitrated, the Charging Party may request that this office review the arbitrator's award. The request must be in writing and addressed to me. The request should discuss whether the arbitration process was fair and regular,

April 23, 2020

whether the unfair labor practice allegations in the charge were considered by the arbitrator, and whether the award is clearly repugnant to the Act. Further guidance on the nature of this review is provided in *Spielberg Mfg. Co.*, 112 NLRB 1080 (1955), and *Olin Corp.*, 268 NLRB 573 (1984).

Very truly yours,

*/s/ Peter Sung Ohr*

Peter Sung Ohr  
Regional Director

Enclosure

cc: Carlos Vargas, CEO  
Labor Services Solutions, LLC aka Valet  
Parking Authority  
2342 North Damen Avenue  
Chicago, IL 60647  
[ceo@vpauthority.com](mailto:ceo@vpauthority.com)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**NOTICE TO ARBITRATOR**

TO: \_\_\_\_\_  
(Arbitrator)

\_\_\_\_\_  
(Address)

\_\_\_\_\_

NLRB Case Number  
**13-CA-258894**

NLRB Case Name: Labor Services Solutions, LLC aka Valet Parking Authority

A determination has been made by the Regional Director of Region 13 of the National Labor Relations Board to administratively defer to arbitration the further processing of the NLRB charge in the above matter. Further, both parties to the NLRB case have agreed to proceed to arbitration before you in order to resolve the dispute underlying the NLRB charge.

So that the Regional Director can be promptly informed of the status of the arbitration, the undersigned hereby requests that a copy of the arbitration award be sent to Regional Director, Region 13, Dirksen Federal Building, Chicago, IL 60604-2027 at the same time that it is sent to the parties in the arbitration.

\_\_\_\_\_  
(Name)

\_\_\_\_\_  
(Title)

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**

Case

13-CA-259199

Date Filed

3/19/2020

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Valet Parking Authority		b. Tel. No. (312) 867-4911
		c. Cell No. (312) 515-7760
		f. Fax No. (312) 867-4934
d. Address (Street, city, state, and ZIP code)  2342 N. Damen Ave. IL Chicago 60647-_____	e. Employer Representative  Carlos Vargas Owner	g. e-Mail  ceo@vpauthority.com
		h. Number of workers employed 49
i. Type of Establishment (factory, mine, wholesaler, etc.) Others	j. Identify principal product or service Parking and Valet Services	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

--See additional page--

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**Jayna Brown  
Teamsters Local 727

Title:

**4a. Address (Street and number, city, state, and ZIP code)**1300 W. Higgins Rd Suite 111  
IL Park Ridge 60068-\_\_\_\_\_4b. Tel. No.  
(847) 696-7500

4c. Cell No.

4d. Fax No.

4e. e-Mail  
jayna@teamsterslocal727.org**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Jayna Brown

(signature of representative or person making charge)

Jayna Brown  
Title: General Counsel

(Print/type name and title or office, if any)

Tel. No.  
(847) 696-7500

Office, if any, Cell No.

Fax No.

e-Mail  
jayna@teamsterslocal727.org1300 W. Higgins Rd Suite 111  
Address Park Ridge IL 60068-\_\_\_\_\_03/19/2020 11:53:09  
(date)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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List Changes	Approximate date of change
Furloughs	March 2020